The Ohio State University Shared Values

**Excellence and Impact**

*Demonstrating leadership in pursuit of our vision and mission*

Principle: Advancing sustainable and evidence-based solutions through mutually beneficial partnerships

Behaviors: Together, we

• Stimulate creativity, critical thinking and problem solving

• Proactively collaborate with others and strive for meaningful outcomes

• Are bold in our endeavors and create environments to foster new approaches

• Demonstrate persistence and commitment

• Inspire others to join in and take action

• Champion everyone’s potential for success

**Diversity and Innovation**

*Welcoming differences and making connections among people and ideas*

Principle: Encouraging open-minded exploration, risk-taking, and freedom of expression

Behaviors: Together, we

• Are curious and open to different experiences

• Recognize everyone’s potential to contribute new ideas

• Actively engage others’ perspectives as opportunities for individual and institutional growth

• Work toward creative, collaborative solutions

• Use our successes and failures to learn and improve with humility

**Inclusion and Equity**

*Upholding equal rights and advancing institutional fairness*

Principle: Advocating for access, affordability, opportunity, and empowerment

Behaviors: Together, we

• Intentionally foster a sense of belonging where all are valued

• Strive to understand and appreciate each other’s backgrounds and experiences

• Listen to multiple voices and engage in civil discourse

• Acknowledge and address individual and systemic effects of bias and discrimination

**Care and Compassion**

*Attending to the well-being of individuals and communities*

Principle: Putting people at the center of all we do

Behaviors: Together, we

• Are compassionate and meet people where they are

• Protect the vulnerable and marginalized

• Encourage self-care and support the whole person, at work and at home

• Nurture a community of mindfulness, kindness, and gratitude

**Integrity and Respect**

*Acting responsibly and being accountable*

Principle: Building trust through honesty, transparency, and authentic engagement

Behaviors: Together, we

• Value our greatest resource, our people, and acknowledge the contributions of every individual

• Allow people to make and learn from mistakes

• Work conscientiously and assume positive intent of others

• Actively listen and engage in open, honest dialogue

• Are good stewards of our and others’ resources